

*Salary Information is listed by Salary Grade. Scroll down the schedule to find the desired Job Title. Salaries are listed in bi-weekly or hourly rates.*

GRADE 01U

481 DISPATCHER

	(1)
01/06/07	24.82

GRADE 02U

	(1)
01/06/07	24.97

GRADE 04U

137 CUSTODIAN ENGINEER (PUBLIC SAFETY BUILDING)

	(1)	(2)
01/06/07	25.02	25.96

GRADE 06U

	(1)
01/06/07	23.05

GRADE 08U

	(1)
01/06/07	19.40

GRADE 030

	(1)	(2)
01/06/07	1755.90	1803.21

GRADE 033

304A MARINA SERVICES SUPERVISOR

	(1)	(2)
01/06/07	1918.77	1972.47

GRADE 034

	(1)	(2)
01/06/07	1963.59	2018.78

GRADE 035

338A SENIOR ZOO KEEPER

	(1)	(2)
01/06/07	1995.58	2049.30

GRADE 036

597A FORESTRY SUPERVISOR I  
208 GOLF COURSE SUPERINTENDENT  
591A PARK MAINTENANCE SUPERVISOR I  
368 PUBLIC WORKS SUPERVISOR I  
416 SEWER SUPERVISOR I  
172A TRAFFIC MAINTENANCE SUPERVISOR I  
525A WATER MAINTENANCE SUPERVISOR  
528 WATER SERVICE SUPERVISOR  
532 WATERSHED SUPERVISOR I  
536 ZOO SUPERVISOR

	(1)	(2)
01/06/07	2081.90	2138.39

GRADE 037

	(1)	(2)
01/06/07	2089.63	2146.21

GRADE 038

354 ANIMAL CONTROL SUPERVISOR  
268A BRIDGE MAINTENANCE SUPERVISOR I  
230A METER OPERATIONS SUPERVISOR  
369 PUBLIC WORKS SUPERVISOR II  
809 SEWER SUPERVISOR II  
964 VEHICLE MECHANIC SUPERVISOR I  
194 WATER UTILITY MAINS SUPERVISOR  
542 WATERSHED SUPERVISOR II

	(1)	(2)
01/06/07	2197.50	2260.58

GRADE 039

173 EQUIPMENT MAINTENANCE SUPERVISOR

	(1)	(2)
01/06/07	2253.76	2316.83

GRADE 040

103 FORESTRY SUPERVISOR II

592A PARK MAINTENANCE SUPERVISOR II

620 TRAFFIC MAINTENANCE SUPERVISOR II

394A VEHICLE MECHANIC SUPERVISOR II

557A WATER PLANT PRODUCTION SUPERVISOR

	(1)	(2)
01/06/07	2326.37	2397.30

GRADE 041

269A BRIDGE MAINTENANCE SUPERVISOR II

233A BUILD MAINTENANCE SUPERVISOR-LIBRARIES

622 PUBLIC WORKS SUPERVISOR III

623 SEWER SUPERVISOR III

	(1)	(2)
01/06/07	2397.30	2465.67

GRADE 043

079 BUILDING MAINTENANCE SUPERVISOR--FIRE DEPT

	(1)	(2)
01/06/07	2532.68	2606.24

GRADE 044

624 PUBLIC WORKS FIELD SUPERVISOR

	(1)	(2)
01/06/07	2610.23	2687.77

GRADE 045

680 BUILDING MAINTENANCE SUPERVISOR--PARKS &amp; REC

	(1)	(2)
01/06/07	2689.07	2769.26

**BENEFITS:****VACATION**

0 thru 7th year	17 days (.0654) - C
8th year thru 15th year	22 days (.0847) - F
16th year thru 23rd year	26 days (.1000) - H
24th year and thereafter	28 days (.1077) - R

Vacation rate will now be based on the original employment date.

Effective 12/24/05: Floating Holidays have been incorporated into the vacation schedule.

**HOLIDAY ELIGIBILITY**

In order to be eligible for a holiday with pay, an employee must be employed as of the date of the holiday and have paid hours on the payroll for that pay period. Non-holiday hours paid includes hours actually worked, vacation time, compensatory time, paid leave and sick leave.

**LIFE INSURANCE**

\$50,000 for eligible employees.

**SEVERANCE PAY**

**Effective July 1, 2005:** If an employee requests severance pay and if the employee meets the eligibility requirements, he/she will be granted severance pay as shown below. Service requirements for severance eligibility will not include years of service with ISD #625 for employees hired by the City or transferred to the City after December 31, 1998. See Article 17.7 (2005- 2007 Agreement).

Minimum 25 years of service and Severance accrued sick leave credits of:

800. ....	\$10,000
1300. ....	\$12,500
1800. ....	\$15,000

For any employee who is eligible to receive severance from the City under this Article, the City will contribute the full amount of their severance payment to a post-employment health plan (PEHP).

**SICK LEAVE ACCRUAL**

**Effective January 6, 2007:** The accrual rate shall be 13 days per year.

**SICK LEAVE CONVERSION**

If an Employee has an accumulation of sick leave credits in excess of 180 days, he/she may convert up to ten (10) days of sick leave for 5 days of vacation in each calendar year under this provision.

## **2007 HEALTH INSURANCE**

Single: The Employer will contribute \$361.61 - \$487.05 for the 2007 single insurance contribution depending on the employee's plan choice.

Family: The Employer will contribute \$901.86 toward the cost of all plans, for those employees choosing a family plan.

## **DEFERRED COMPENSATION**

\$650.00 dollar for dollar match - employees who have completed 10 years of service.

\$850.00 dollar for dollar match - employees who have completed 20 years of service.

(See Article 22 of the agreement.)

## **OVERTIME**

Grade 41 and below: Employees shall be paid one and one-half (1.5) times the regular rate of pay for work performed in excess of the regular work day and/or the forty (40) hour work week.

Grade 42 or above: Shall be paid straight time for work performed in excess of the regular work day and/or forty (40) hour work week.

If an employee works a Major Holiday he/she shall receive time and one-half (1.5) of his/her regular rate of pay for all work performed on the holiday. If the employee works a Minor Holiday he/she shall receive straight time for such holiday work in addition to regular holiday pay.

## **CALL-IN PAY**

Any employee who is called back to work shall be guaranteed four (4) hours pay at his/her regular straight time rate.

## **NIGHT DIFFERENTIAL**

A night differential of five percent (5%) shall be provided to employees who work a regularly assigned shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., provided that at least five (5) hours of said shift are worked between the hours of 6:00 p.m. and 6:00 a.m. Regularly assigned shifts beginning earlier than 6:00 a.m. or ending later than 6:00 p.m. which involve less than five (5) hours of work, an employee shall be eligible for the night differential only for the hours actually worked during night shift hours.

## **RECALL FROM LAYOFF**

Two years

## **OUT-OF-TITLE**

After 15 consecutive days

## **MILEAGE**

When an employee is required to use his/her personal automobile, they will be reimbursed at the current Federal IRS rate.

**SAFETY SHOE ALLOWANCE**

**Effective January 1, 2006:** The Employer agrees to contribute \$100 per payroll year to each employee of the bargaining unit who is required by the Employer to wear protective shoes or boots. This contribution will be made for employees on the payroll as of January 1<sup>st</sup>. Employees hired after January 1<sup>st</sup> will receive one-half the normal allowance for that payroll year.

**UNIFORMS**

Golf Course Superintendents who are required to wear a specified uniform will be provided that uniform from the Employer. Four (4) uniforms for full-time employees and two (2) uniforms for part-time employees.